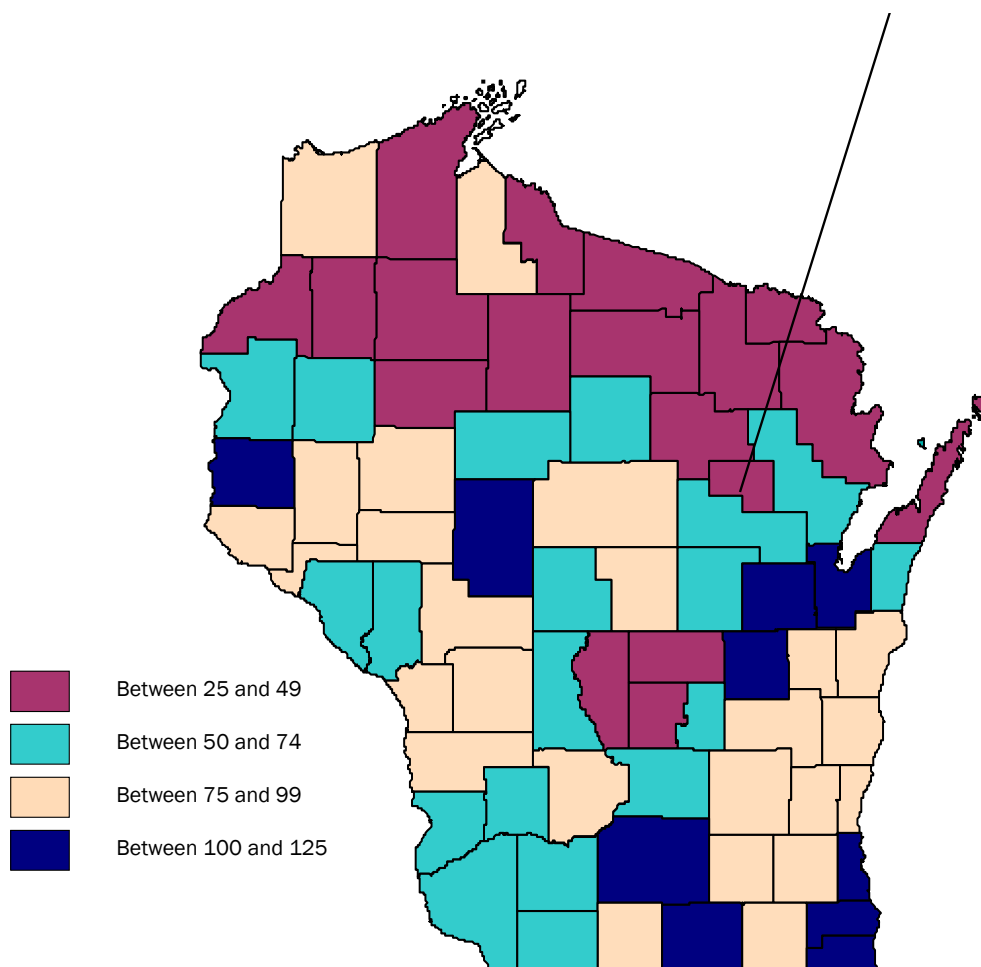


Menominee County Workforce Profile



The number of residents aged 25-29 years for every
100 residents aged 60-64 years in year 2025



Source: Wisconsin Department of Administration, Demographic Services Center and the U.S. Bureau of Census.

For comparison, it is projected that there will be 90 residents aged 25-29 for every 100 residents aged 60-64 in Wisconsin in 2025. Nationally, it is projected that there will be 101 residents aged 25-29 for every 100 residents aged 60-64. In 2003, Wisconsin had 146 residents aged 25-29 for every 100 aged 60-64.



County Population

During the 1990s the population of Menominee County grew at faster rate than in the U.S. and nearly double the rate in the State of Wisconsin. Since the 2000 Census, the growth rate in the county has slowed down considerably. During this time the county has had a growth rate of 1.2 percent. This was just slightly greater than one-third of the state's growth rate and under one-third of that for the United States. The total increase in population in the county between April 2000 and January 2004 was 54 residents. The County's only municipality represents the entire county and the changes in the municipality therefore are the same as the county as a whole.

Total Population

	April 2000 Census	Jan. 1, 2004 estimate	Numeric change	Percent change
United States	281,421,906	292,287,454	10,865,548	3.9%
Wisconsin	5,363,704	5,532,000	168,296	3.1%
Menominee County	4,562	4,616	54	1.2%
Largest Municipalities				
Menominee, Town	4,562	4,616	54	1.2%

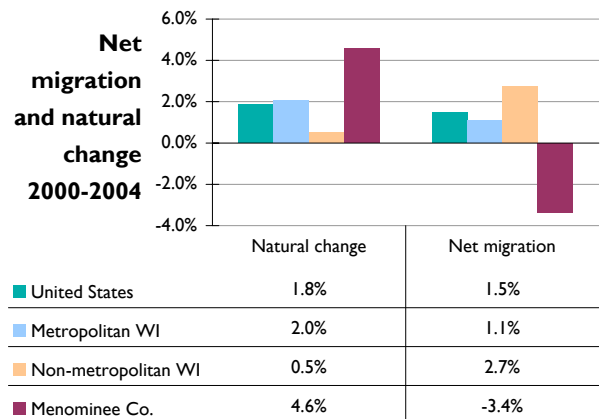
Source: Wis. Dept. of Administration, Demographic Services and U. S. Census Bureau

The two sources of population growth are natural increase which is the number of births minus the number of deaths and net migration which counts the number of residents moving into the county and subtracts the number moving out of the area. Unlike most areas in the state which have experienced most of their growth through net migration, the county had a loss of 3.4 percent of its population from residents moving out the county since the census. This may have been an affect of the downturn in the national economy and residents have gone to areas that had more job opportunities. The decline in residents moving from the area was offset by a large increase in births in the county. The combination of the two increased the county's population 1.2 percent.

Another way the county differs from the state is the overall age of the county. The table on the lower right hand corner of the page shows Menominee County's population by age groups. It shows a population much younger than the State of Wisconsin or the United States. Over 45 percent of

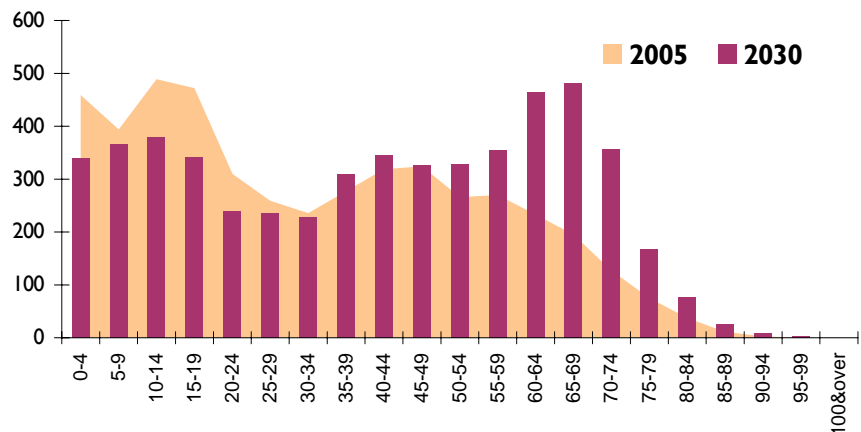
the county's population is under the age of 20 and 50 percent is under the age of 30. While the state will be looking at the possibility of a declining labor force around 2020 as more workers will be reaching retirement age than labor force age, the county should continue to have an ample number of potential workers in its population to replace the retirees. The only limiting factor in the county's potential labor force is the number that move away from the area. Long-term projections to the year 2030 indicate that many of the young leave the county when reaching maturity, while the older population tends to remain or move back to the county. This will provide a much older population in the county at that time.

The older population will provide new opportunities for businesses as the needs for different products and ser-



Source: WI Dept. of Admin., Demographic Services and U. S. Census Bureau

Population by Age Groups in Menominee County



Source: WI Dept. of Administration, Demographic Services

Future Population and Labor Supply

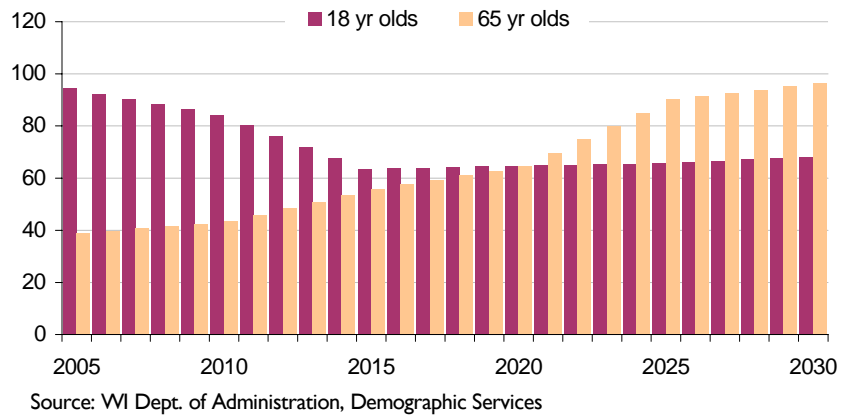
vices will increase. At the same time, the number of workers available to replace retiring workers will decrease. This will create problems in keeping businesses open when they need replacement workers as well as the availability of additional workers to fill openings created by economic development.

The graph on the right indicates that within the next ten to fifteen years the county will be facing a situation where there will more residents turning age 65 than turning age 18. The graph visually demonstrates the aging of those two major groups in the population. The impact of an increasing elderly population is significant on many levels, but especially on labor force supply and demand for services.

Not all 18-year olds enter the labor market just as not all retirements occur at 65. The degree that the population participates in the labor force is called the labor force participation rate and it varies by location, age, sex, race, and ethnicity.

Labor force participation is highest in the middle age groups. This is great when most of the population is middle-aged. Nationally, labor force participation is increasing faster among the non-white populations while it is declining

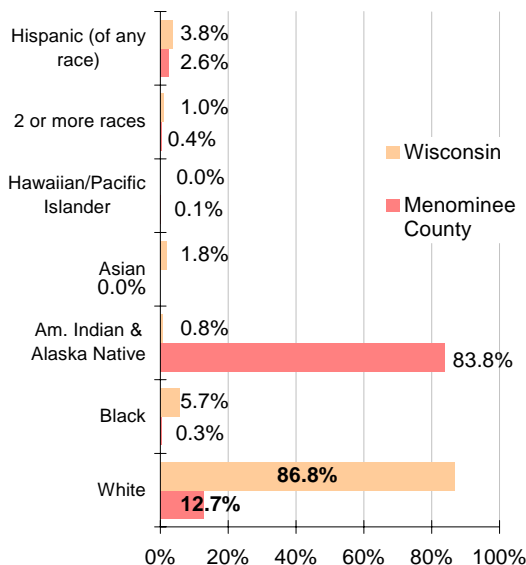
Convergence of 18 & 65 year old population in Menominee County



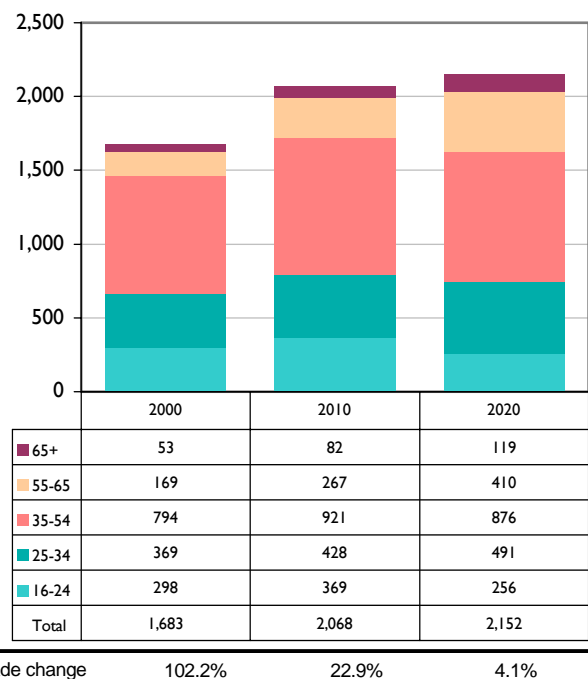
ing in white populations. Participation is also increasing in the older age groups.

The Labor Force Projections by Age is based on current participation in Menominee County with adjustments in each age group based on national projections. The predominant white population in the county was not factored into the projection but should be included in future decisions regarding labor supply.

Race and ethnic distribution



Menominee County Labor Force Projections by Age

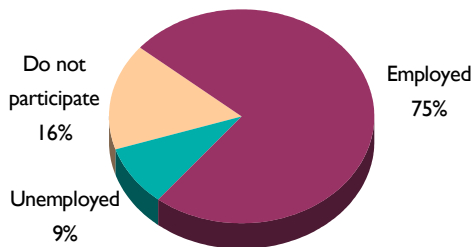


Current Labor Force

Labor force participation represents the share of population that is 16 years and older that is either employed or unemployed. Participation rates in Wisconsin and the United States in 2003 were 72.9 and 66.3 percent, respectively.

Labor force participation in Menominee County is quite high. It exceeds both the state and national rate at 86

Labor force participation in Menominee County

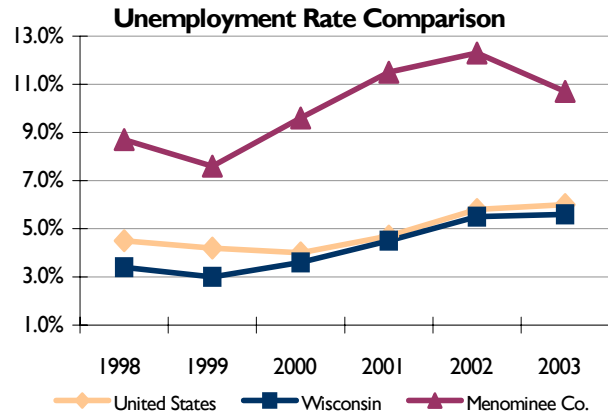


Source: DWD, Office of Economic Advisors, July 2004

percent. That means that only 16 percent of the population 16 years and older did not participate. This includes some students, individuals who choose not to work including retirees as well as those not able to participate in the labor force at this time. As the population ages, more retirees will be included

in the category of choosing not to work and labor force participation rates will decline.

Traditionally, the county has had an unemployment rate that is well above state and national levels.



Menominee County Civilian Labor Force Data

	1998	1999	2000	2001	2002	2003
Labor Force	2,515	2,494	2,344	2,383	2,464	2,605
Employed	2,296	2,304	2,118	2,110	2,160	2,327
Unemployed	219	190	226	273	304	278
Unemployment Rate	8.7%	7.6%	9.6%	11.5%	12.3%	10.7%

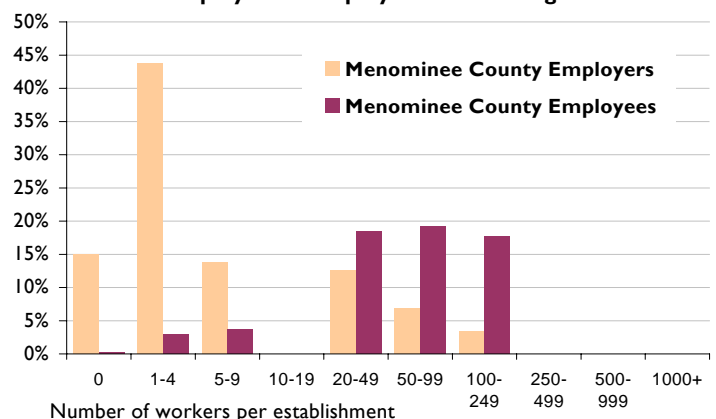
Source: WI DWD, Bur. of Workforce Information, Local Area Unemployment Statistics, 2003

Employers by Size

Nearly 75 percent of the county's employers have fewer than 10 workers. Although this is a large percent of local employers, they only provide about ten percent of the jobs in the county. At the same time, over 50 percent of the jobs in the county are with employers that have between 20 and 249 workers.

Note the chart at the right does not total 100 percent due to confidentiality issues in order not to identify any specific employers.

Share of employers & employees in size range in 2003



Source: DWD, Bureau of Workforce Information, Table 221, July 2004

Industry & employers by size

Due to the limited number of employers in Menominee County, a great deal of the data has been suppressed for the sake of confidentiality for the employer. However the list does give the top ten industries in order of employment. It is not surprising that the largest industry group is the amusement, gambling, and recreation industry. This industry provides a large number of jobs for county residents as well as

attracting workers from surrounding areas for work.

Many of the businesses in the county are operated by the Menominee tribe and this carries through with the ten largest employers in the county. Most of these are part of the tribe, whether run as a business or part of tribal government.

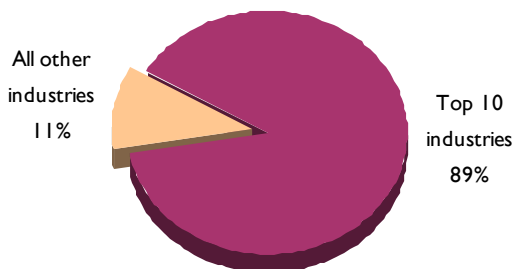
Top 10 Industries in Menominee County

Industry	March 2004		Numeric Employment Change	
	Establishments	Employees	2003-2004	1999-2004
Amusement, gambling & recreation ind	suppressed	suppressed	not avail.	not avail.
Executive, legislative, & gen government	6	336	-21	-6
Educational services	4	291	21	-12
Wood product manufacturing	suppressed	suppressed	not avail.	not avail.
Ambulatory health care services	suppressed	suppressed	not avail.	not avail.
Social assistance	suppressed	suppressed	not avail.	not avail.
Nursing & residential care facilities	suppressed	suppressed	not avail.	not avail.
Administrative & support services	suppressed	suppressed	not avail.	not avail.
Administration of human resource program	suppressed	suppressed	not avail.	not avail.
Real estate	suppressed	suppressed	not avail.	not avail.

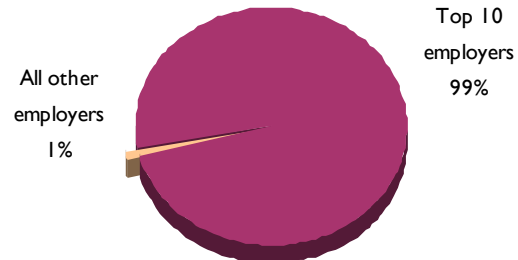
Top 10 Employers in Menominee County

Establishment	Product or Service	Size (Dec. 2003)
Menominee Indian Tribe	Tribal governments	500-999 employees
Menominee Casino-Bingo-Hotel	Casinos, except casino hotels	500-999 employees
Menominee Enterprises-Tribal Entrpr	Sawmills	250-499 employees
Menominee Indian School District	Elementary and secondary schools	100-249 employees
County of Menominee	Executive and legislative offices, combined	100-249 employees
College of The Menominee Nation	Colleges and universities	100-249 employees
Town of Menominee- Menominee County	Executive and legislative offices, combined	20-49 employees
Delabreau Otto Ltd	Gasoline stations with convenience stores	20-49 employees
Tom Thumb Food Markets Inc.	Gasoline stations with convenience stores	10-19 employees
Game Financial Corp.	Other credit intermediation activities	10-19 employees

Share of jobs in top 10 industries in Menominee County



Share of Menominee County jobs with top 10 employers



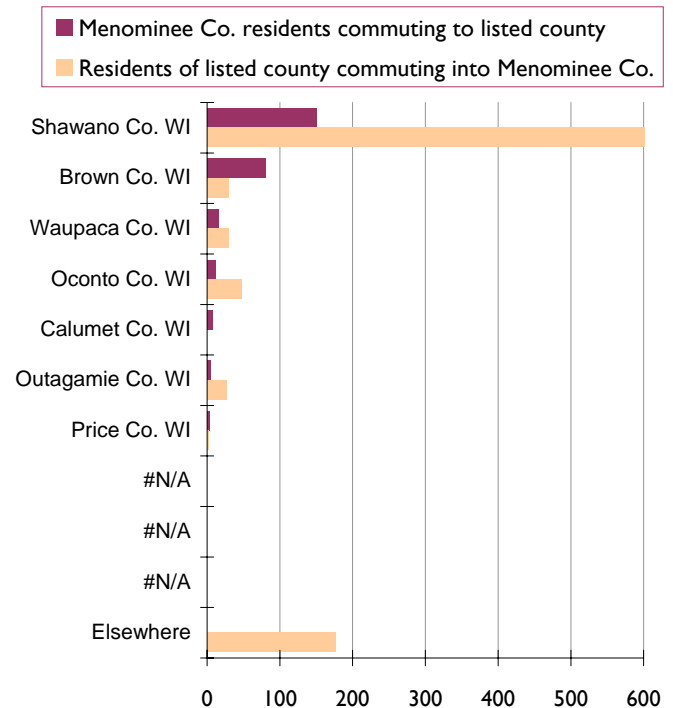
Source: DWD, Bureau of Workforce Information, Quarterly Census of Employment and Wages

Commuting

Not all of the county's residents work within the county, and not all of the jobs within the county are filled by local workers. Some of the workers work in neighboring counties. In some counties where cities and towns cross county lines, this may be nothing more than just crossing a street or river. In other places there may be a substantial commute. This is referred to as commuting patterns for a county.

The most obvious pattern emerging when looking at the chart to the right on this page is that the primary exchange of workers is between Shawano County and Menominee County. This exchange by itself makes Menominee County an importer of workers. Approximately 450 more workers commute into the county for employment than leave.

While there are exchanges with other counties, about 75 percent of the exchange occurs with Shawano. This is most likely related to the casino, hotel and restaurant complex in Menominee County which requires a large labor force and provides steady year around employment for workers.



Source: U.S. Census 2000, Special tabulations: Worker Flow Files

Key occupations & wages

The table to the right includes occupations that are common in the area. The list is not all inclusive and for information on additional occupations refer to the Office of Economic Advisor's website: <http://dwd.wisconsin.gov/oea/>. Wage tables are general guides to what is happening in the local labor market. The surveys are sent to approximately one-third of the employers in the state every year.

The surveys provide assistance to workers in knowing their worth on the market as well as employers that are looking to hire new workers and want to know what the "going rate" is. Note the table excludes the top and bottom 25 percent of wages, so there will be instances when the wages will be either above or below those listed on the table.

Occupation title	Hourly Wages			
	Mean	Percentile		
		25 th	50 th	75 th
Truck drivers, heavy & tractor-trailer	\$15.67	\$13.60	\$15.49	\$17.22
Cashiers	\$7.89	\$6.49	\$7.55	\$8.88
Waiters & waitresses	\$7.62	\$5.97	\$6.61	\$8.13
Retail salespersons	\$9.71	\$7.41	\$8.96	\$10.69
Maids & hskpg. cleaners	\$8.89	\$7.17	\$8.56	\$10.60
Office clerks, general	\$9.17	\$7.08	\$8.75	\$10.90
Nursing aides, orderlies, & attendants	\$9.81	\$8.60	\$9.79	\$11.02
Secretaries, except legal, medical, & executive	\$10.83	\$8.96	\$10.49	\$12.72
Comb. food prep. & serving workers (fast food)	\$7.51	\$6.18	\$7.26	\$8.69
Bookkeeping, accounting, & auditing clerks	\$11.73	\$9.34	\$11.19	\$13.73
Carpenters	\$13.48	\$10.44	\$12.98	\$16.04
Janitors & cleaners, except maids & hskpg. cleaners	\$9.79	\$7.35	\$9.09	\$11.90
Team assemblers	\$12.04	\$9.15	\$11.08	\$14.11
Laborers & freight, stock, & material movers, hand	\$9.60	\$8.35	\$9.66	\$10.75
Registered nurses	\$23.30	\$19.19	\$21.92	\$26.27
Bartenders	\$8.61	\$6.99	\$7.89	\$9.33
Sec. school teachers, except special & voc. ed.	-	-	-	-
General & operations managers	\$33.23	\$20.40	\$27.74	\$41.19
Elem. school teachers, except special ed.	-	-	-	-
Dishwashers	\$7.03	\$5.91	\$6.47	\$7.34

Menominee County is part of an area which includes Door, Florence, Forest, Green Lake, Kewaunee, Langlade, Marquette, Menominee, Oconto, Shawano and Waushara counties.

Source: DWD, Office of Economic Advisors, special tabulation using EDS and OES 2003

Employment and Wages

The average annual wage for all industries in Menominee County is \$23,976, or 71.7 percent of the statewide average. This is typical for a non-metro county in the state. Generally wages are higher in the larger metropolitan areas and decrease as you get further from them.

Because some of the industry groups only have a limited number of employers, the data has been suppressed for confidentiality purposes.

Average Annual Wage by Industry Division in 2003

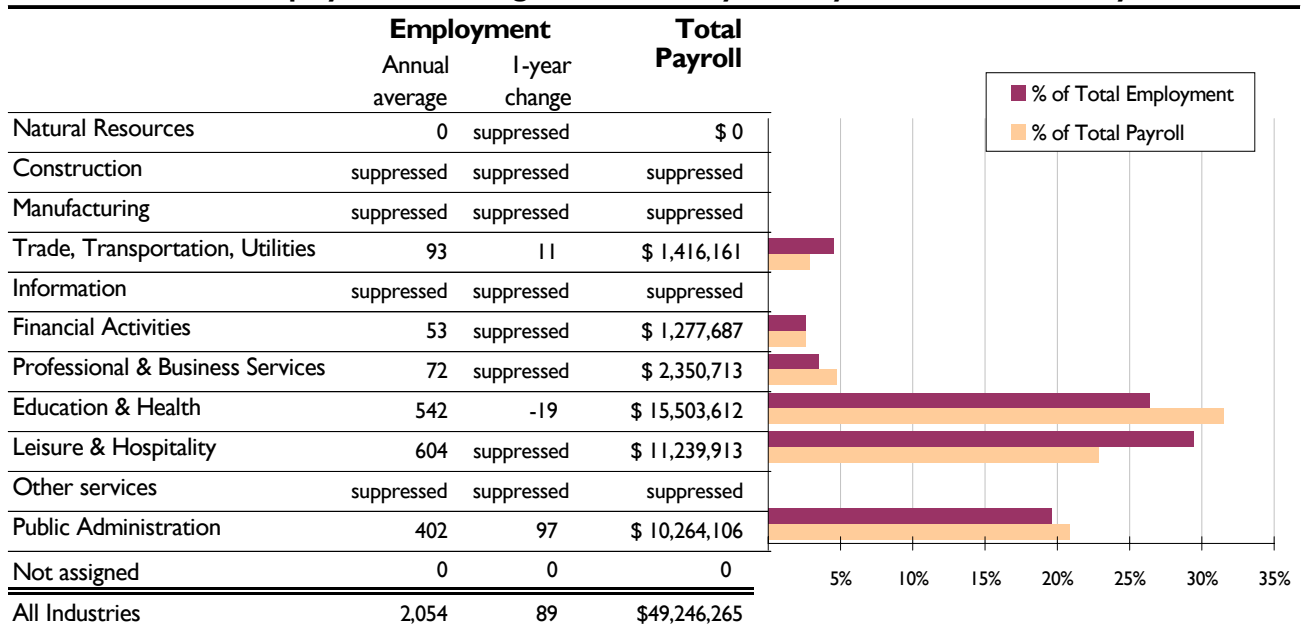
	Average Annual Wage		Percent of	1-year
	Wisconsin	Menominee County	Wisconsin	% change
All Industries	\$ 33,423	\$ 23,976	71.7%	2.3%
Natural resources	\$ 25,723	\$ 0	0.0%	Not avail.
Construction	\$ 40,228	suppressed	Not avail	Not avail.
Manufacturing	\$ 42,013	suppressed	Not avail	Not avail.
Trade, Transportation, Utilities	\$ 28,896	\$ 15,228	52.7%	3.0%
Information	\$ 39,175	suppressed	Not avail	Not avail.
Financial activities	\$ 42,946	\$ 24,107	56.1%	Not avail.
Professional & Business Services	\$ 38,076	\$ 32,649	85.7%	Not avail.
Education & Health	\$ 35,045	\$ 28,604	81.6%	3.0%
Leisure & Hospitality	\$ 12,002	\$ 18,609	155.0%	Not avail.
Other services	\$ 19,710	suppressed	Not avail	Not avail.
Public Administration	\$ 35,689	\$ 25,533	71.5%	7.9%

Source: WI DWD, Bureau of Workforce Information, Quarterly Census of Employment & Wages

The professional and business services industry has the highest annual average wage of all the industries in the county at \$32,649. However, the employment in the industry is relatively small, so overall wages paid in the county are limited. The leisure and hospitality group provides the greatest portion of the county's employment and has annual average wages at 155 percent of the statewide average. This is due to the number of hours available for these workers in this county. Many

of the jobs at the casino offer full-time or near full-time hours year round. In other parts of the state, the jobs the leisure and hospitality industry are often part-time and seasonal. The health and education industry sector includes both the public and private schools in the county, while health care would include hospitals, clinics as well as nursing homes. Over one-third of the wages in the county come from this industry group.

2003 Employment and Wage Distribution by Industry in Menominee County



Source: WI DWD, Bureau of Workforce Information, Quarterly Census Employment and Wages, June 2004

Per Capita Personal Income

Per capita personal income (PCPI) includes income from wages and self-employment, assets (dividends, interest, rent) and transfer payments (social security, insurance, welfare, pensions) divided by mid year total population estimates.

Like the state and nation, the majority of PCPI in Menominee County comes from net earnings, with smaller percentages coming from dividends, interests payments and transfer payments. The percent of income from dividends, interest and rent payments and transfer payments is above the state and national average. This may represent the high portion of an

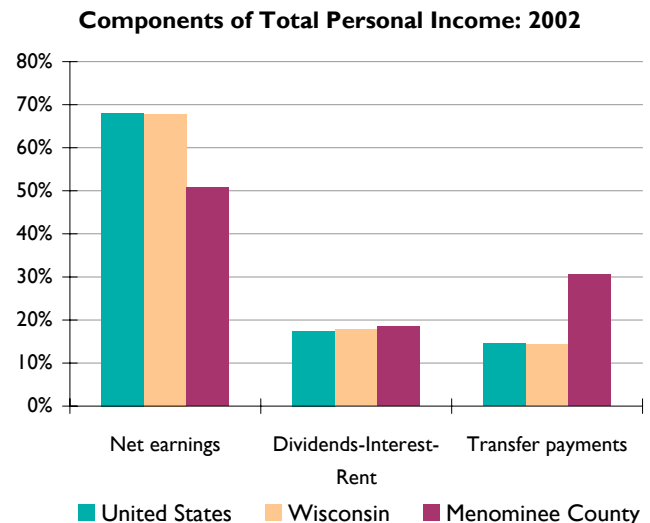
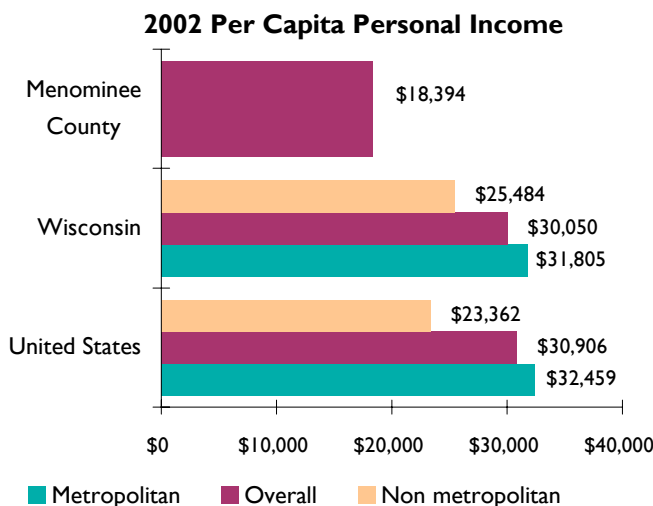
older and retired population in the county as well as other federal assistance programs available to county residents.

PCPI in the county is \$18,394, up 4.0 percent from last year. This is below the state level of \$30,050 and that of the nation. The growth rate of the county's PCPI over one-year and five-year periods has been above the state and the nation.

The bottom portion of the table looks at changes in PCPI using constant 2002 dollars based on the consumer price index.

Per Capita Personal Income							Percent Change	
	1997	1998	1999	2000	2001	2002	1 year	5 year
United States	\$25,334	\$26,883	\$27,939	\$29,847	\$30,527	\$30,906	1.2%	22.0%
Wisconsin	\$24,514	\$26,175	\$27,135	\$28,573	\$29,361	\$30,050	2.3%	22.6%
Non-metropolitan WI	\$20,734	\$22,195	\$22,900	\$24,059	\$24,833	\$25,484	2.6%	22.9%
Menominee County	\$14,839	\$15,402	\$15,883	\$15,966	\$17,688	\$18,394	4.0%	24.0%
In current dollars (adjusted to U.S. CPI-U)								
United States	\$28,397	\$29,670	\$30,170	\$31,181	\$31,010	\$30,906	-0.3%	8.8%
Wisconsin	\$27,478	\$28,889	\$29,301	\$29,850	\$29,825	\$30,050	0.8%	9.4%
Non-metropolitan WI	\$23,240	\$24,497	\$24,728	\$25,135	\$25,226	\$25,484	1.0%	9.7%
Menominee County	\$16,633	\$16,999	\$17,151	\$16,680	\$17,967	\$18,394	2.4%	10.6%

Source: U.S. Dept. of Commerce, Bureau of Economic Analysis, May 2004



Source: U.S. Department of Commerce, Bureau of Economic Analysis, Regional Economic Information System, May 2004

The county workforce profiles are produced annually by the Office of Economic Advisors in the Wisconsin Department of Workforce Development. The author of this profile and regional contact for additional labor market information is:

Dick Seidemann
3620 Wilgus Av.
Sheboygan, WI 53081
Phone: 920-459-3845
email: Richard.Seidemann@dwd.state.wi.us

Metropolitan Statistical Area (MSA) - A single county or group of counties that include at least one urbanized area with a minimum population of 50,000. Multiple-county MSAs have a central county or counties, which have a high degree of social and economic integration with the other member counties as measured by commuting data.

Non-metropolitan county - Any county that is not a member of a metropolitan statistical area.

Net Migration - One of two components of population change. It is the net result of individuals who either moved into or out of an area.

Natural Change - One of two components of population change. It is the result of the number of births minus the number of deaths in an area over a period of time. A natural increase indicates there were more births than deaths. A natural decrease indicates there were more deaths than births.

Employed - Persons 16 years of age or older, who worked as paid employees, or worked in their own business, profession or farm, or worked 15 hours or more as unpaid workers in a family-operated enterprise. Includes those temporarily absent from their jobs due to illness, bad weather, vacation, childcare problems, labor dispute, maternity or paternity leave, or other family or personal obligations.

Unemployed - Persons 16 years of age or older with no employment, who were available for work and made efforts to find employment sometime during the previous 4-week period ending with the monthly reference week. Persons who were awaiting recall to a job did not need to look for work to be classified as unemployed.

Labor Force - The sum of the employed and unemployed, whom are at least 16 years of age and older.

Unemployment Rate - The number of unemployed divided by the labor force. It is expressed as a percentage of the labor force.

Labor Force Participation Rate (LFPR) - The labor force divided by the total population aged 16 years and older. It is expressed as a percentage of the population aged 16 years and older.

Suppressed - Data is withheld or suppressed if it does not meet certain criteria. If an industry in a county has fewer than three employers or if a single employer employs 80% or more that industry's total employment in that county then the data are suppressed. These criteria were established to maintain the confidential reporting of payroll and employment by employers.

Total Personal Income - The aggregate income of an area received by all persons from all sources. It is calculated as the sum of wage and salary disbursements (less contributions for government social insurance), supplements to wages and salaries, proprietors' income with inventory valuation and capital consumption adjustments, rental income of persons with capital consumption adjustment, personal dividend income, personal interest income, and personal current transfer receipts that include retirement and veteran's benefits, government paid medical reimbursements, and income maintenance program payments.

Per Capita Personal Income (PCPI) - Total personal income divided by the total population.

Current Dollars - Phrase used to express historical dollar values in terms of their current purchasing power via inflation adjustment.

CPI-U - Consumer Price Index for all urban consumers, the most commonly used measure of inflation in the United States.